

## Pay Guide - Fast Food Industry Award 2010

[MA000003]

Published 28 June 2017

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2017.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

## Rates of pay

Note: Trade qualified juniors must be paid the appropriate adult rate.

### Adult Full-time & part-time

Table 1 of 2

| Classification                           | Weekly pay rate | Hourly pay rate | Evening work - Monday to Friday - 10pm to midnight | Evening work - Monday to Friday - midnight to 6am | Saturday | Sunday  |
|------------------------------------------|-----------------|-----------------|----------------------------------------------------|---------------------------------------------------|----------|---------|
| Level 1                                  | \$763.20        | \$20.08         | \$22.09                                            | \$23.09                                           | \$25.10  | \$29.12 |
| Level 2                                  | \$809.10        | \$21.29         | \$23.42                                            | \$24.48                                           | \$26.61  | \$31.94 |
| Level 3 - in charge of 1 or no persons   | \$821.50        | \$21.62         | \$23.78                                            | \$24.86                                           | \$27.03  | \$32.43 |
| Level 3 - in charge of 2 or more persons | \$831.60        | \$21.88         | \$24.07                                            | \$25.16                                           | \$27.35  | \$32.82 |

Table 2 of 2

| Classification                           | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - Sunday | Overtime - public holiday |
|------------------------------------------|----------------|--------------------------|--------------------------|-------------------|---------------------------|
| Level 1                                  | \$45.18        | \$30.12                  | \$40.16                  | \$40.16           | \$50.20                   |
| Level 2                                  | \$47.90        | \$31.94                  | \$42.58                  | \$42.58           | \$53.23                   |
| Level 3 - in charge of 1 or no persons   | \$48.65        | \$32.43                  | \$43.24                  | \$43.24           | \$54.05                   |
| Level 3 - in charge of 2 or more persons | \$49.23        | \$32.82                  | \$43.76                  | \$43.76           | \$54.70                   |

### Casual

| Classification                           | Hourly pay rate | Evening work - Monday to Friday - 10pm to midnight | Evening work - Monday to Friday - midnight to 6am | Saturday | Sunday  | Public holiday |
|------------------------------------------|-----------------|----------------------------------------------------|---------------------------------------------------|----------|---------|----------------|
| Level 1                                  | \$25.10         | \$27.11                                            | \$28.11                                           | \$30.12  | \$34.14 | \$50.20        |
| Level 2                                  | \$26.61         | \$28.74                                            | \$29.81                                           | \$31.94  | \$37.26 | \$53.23        |
| Level 3 - in charge of 1 or no persons   | \$27.03         | \$29.19                                            | \$30.27                                           | \$32.43  | \$37.84 | \$54.05        |
| Level 3 - in charge of 2 or more persons | \$27.35         | \$29.54                                            | \$30.63                                           | \$32.82  | \$38.29 | \$54.70        |

## Junior - Full-time & part-time - Under 16 years

Table 1 of 2

| Classification                           | Weekly pay rate | Hourly pay rate | Evening work - Monday to Friday - 10pm to midnight | Evening work - Monday to Friday - midnight to 6am | Saturday | Sunday  |
|------------------------------------------|-----------------|-----------------|----------------------------------------------------|---------------------------------------------------|----------|---------|
| Level 1                                  | \$305.28        | \$8.03          | \$8.83                                             | \$9.23                                            | \$10.04  | \$11.64 |
| Level 2                                  | \$323.64        | \$8.52          | \$9.37                                             | \$9.80                                            | \$10.65  | \$12.78 |
| Level 3 - in charge of 1 or no persons   | \$328.60        | \$8.65          | \$9.52                                             | \$9.95                                            | \$10.81  | \$12.98 |
| Level 3 - in charge of 2 or more persons | \$332.64        | \$8.75          | \$9.63                                             | \$10.06                                           | \$10.94  | \$13.13 |

Table 2 of 2

| Classification                           | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - Sunday | Overtime - public holiday |
|------------------------------------------|----------------|--------------------------|--------------------------|-------------------|---------------------------|
| Level 1                                  | \$18.07        | \$12.05                  | \$16.06                  | \$16.06           | \$20.08                   |
| Level 2                                  | \$19.17        | \$12.78                  | \$17.04                  | \$17.04           | \$21.30                   |
| Level 3 - in charge of 1 or no persons   | \$19.46        | \$12.98                  | \$17.30                  | \$17.30           | \$21.63                   |
| Level 3 - in charge of 2 or more persons | \$19.69        | \$13.13                  | \$17.50                  | \$17.50           | \$21.88                   |

## Junior - Full-time & part-time - 16 years

Table 1 of 2

| Classification                           | Weekly pay rate | Hourly pay rate | Evening work - Monday to Friday - 10pm to midnight | Evening work - Monday to Friday - midnight to 6am | Saturday | Sunday  |
|------------------------------------------|-----------------|-----------------|----------------------------------------------------|---------------------------------------------------|----------|---------|
| Level 1                                  | \$381.60        | \$10.04         | \$11.04                                            | \$11.55                                           | \$12.55  | \$14.56 |
| Level 2                                  | \$404.55        | \$10.65         | \$11.72                                            | \$12.25                                           | \$13.31  | \$15.98 |
| Level 3 - in charge of 1 or no persons   | \$410.75        | \$10.81         | \$11.89                                            | \$12.43                                           | \$13.51  | \$16.22 |
| Level 3 - in charge of 2 or more persons | \$415.80        | \$10.94         | \$12.03                                            | \$12.58                                           | \$13.68  | \$16.41 |

Table 2 of 2

| Classification                           | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - Sunday | Overtime - public holiday |
|------------------------------------------|----------------|--------------------------|--------------------------|-------------------|---------------------------|
| Level 1                                  | \$22.59        | \$15.06                  | \$20.08                  | \$20.08           | \$25.10                   |
| Level 2                                  | \$23.96        | \$15.98                  | \$21.30                  | \$21.30           | \$26.63                   |
| Level 3 - in charge of 1 or no persons   | \$24.32        | \$16.22                  | \$21.62                  | \$21.62           | \$27.03                   |
| Level 3 - in charge of 2 or more persons | \$24.62        | \$16.41                  | \$21.88                  | \$21.88           | \$27.35                   |

## Junior - Full-time & part-time - 17 years

Table 1 of 2

| Classification                           | Weekly pay rate | Hourly pay rate | Evening work - Monday to Friday - 10pm to midnight | Evening work - Monday to Friday - midnight to 6am | Saturday | Sunday  |
|------------------------------------------|-----------------|-----------------|----------------------------------------------------|---------------------------------------------------|----------|---------|
| Level 1                                  | \$457.92        | \$12.05         | \$13.26                                            | \$13.86                                           | \$15.06  | \$17.47 |
| Level 2                                  | \$485.46        | \$12.78         | \$14.06                                            | \$14.70                                           | \$15.98  | \$19.17 |
| Level 3 - in charge of 1 or no persons   | \$492.90        | \$12.97         | \$14.27                                            | \$14.92                                           | \$16.21  | \$19.46 |
| Level 3 - in charge of 2 or more persons | \$498.96        | \$13.13         | \$14.44                                            | \$15.10                                           | \$16.41  | \$19.70 |

Table 2 of 2

| Classification                           | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - Sunday | Overtime - public holiday |
|------------------------------------------|----------------|--------------------------|--------------------------|-------------------|---------------------------|
| Level 1                                  | \$27.11        | \$18.08                  | \$24.10                  | \$24.10           | \$30.13                   |
| Level 2                                  | \$28.76        | \$19.17                  | \$25.56                  | \$25.56           | \$31.95                   |
| Level 3 - in charge of 1 or no persons   | \$29.18        | \$19.46                  | \$25.94                  | \$25.94           | \$32.43                   |
| Level 3 - in charge of 2 or more persons | \$29.54        | \$19.70                  | \$26.26                  | \$26.26           | \$32.83                   |

## Junior - Full-time & part-time - 18 years

Table 1 of 2

| Classification                           | Weekly pay rate | Hourly pay rate | Evening work - Monday to Friday - 10pm to midnight | Evening work - Monday to Friday - midnight to 6am | Saturday | Sunday  |
|------------------------------------------|-----------------|-----------------|----------------------------------------------------|---------------------------------------------------|----------|---------|
| Level 1                                  | \$534.24        | \$14.06         | \$15.47                                            | \$16.17                                           | \$17.58  | \$20.39 |
| Level 2                                  | \$566.37        | \$14.90         | \$16.39                                            | \$17.14                                           | \$18.63  | \$22.35 |
| Level 3 - in charge of 1 or no persons   | \$575.05        | \$15.13         | \$16.64                                            | \$17.40                                           | \$18.91  | \$22.70 |
| Level 3 - in charge of 2 or more persons | \$582.12        | \$15.32         | \$16.85                                            | \$17.62                                           | \$19.15  | \$22.98 |

Table 2 of 2

| Classification                           | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - Sunday | Overtime - public holiday |
|------------------------------------------|----------------|--------------------------|--------------------------|-------------------|---------------------------|
| Level 1                                  | \$31.64        | \$21.09                  | \$28.12                  | \$28.12           | \$35.15                   |
| Level 2                                  | \$33.53        | \$22.35                  | \$29.80                  | \$29.80           | \$37.25                   |
| Level 3 - in charge of 1 or no persons   | \$34.04        | \$22.70                  | \$30.26                  | \$30.26           | \$37.83                   |
| Level 3 - in charge of 2 or more persons | \$34.47        | \$22.98                  | \$30.64                  | \$30.64           | \$38.30                   |

## Junior - Full-time & part-time - 19 years

Table 1 of 2

| Classification                           | Weekly pay rate | Hourly pay rate | Evening work - Monday to Friday - 10pm to midnight | Evening work - Monday to Friday - midnight to 6am | Saturday | Sunday  |
|------------------------------------------|-----------------|-----------------|----------------------------------------------------|---------------------------------------------------|----------|---------|
| Level 1                                  | \$610.56        | \$16.07         | \$17.68                                            | \$18.48                                           | \$20.09  | \$23.30 |
| Level 2                                  | \$647.28        | \$17.03         | \$18.73                                            | \$19.58                                           | \$21.29  | \$25.55 |
| Level 3 - in charge of 1 or no persons   | \$657.20        | \$17.29         | \$19.02                                            | \$19.88                                           | \$21.61  | \$25.94 |
| Level 3 - in charge of 2 or more persons | \$665.28        | \$17.51         | \$19.26                                            | \$20.14                                           | \$21.89  | \$26.27 |

Table 2 of 2

| Classification                           | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - Sunday | Overtime - public holiday |
|------------------------------------------|----------------|--------------------------|--------------------------|-------------------|---------------------------|
| Level 1                                  | \$36.16        | \$24.11                  | \$32.14                  | \$32.14           | \$40.18                   |
| Level 2                                  | \$38.32        | \$25.55                  | \$34.06                  | \$34.06           | \$42.58                   |
| Level 3 - in charge of 1 or no persons   | \$38.90        | \$25.94                  | \$34.58                  | \$34.58           | \$43.23                   |
| Level 3 - in charge of 2 or more persons | \$39.40        | \$26.27                  | \$35.02                  | \$35.02           | \$43.78                   |

## Junior - Full-time & part-time - 20 years

Table 1 of 2

| Classification                           | Weekly pay rate | Hourly pay rate | Evening work - Monday to Friday - 10pm to midnight | Evening work - Monday to Friday - midnight to 6am | Saturday | Sunday  |
|------------------------------------------|-----------------|-----------------|----------------------------------------------------|---------------------------------------------------|----------|---------|
| Level 1                                  | \$686.88        | \$18.08         | \$19.89                                            | \$20.79                                           | \$22.60  | \$26.22 |
| Level 2                                  | \$728.19        | \$19.16         | \$21.08                                            | \$22.03                                           | \$23.95  | \$28.74 |
| Level 3 - in charge of 1 or no persons   | \$739.35        | \$19.46         | \$21.41                                            | \$22.38                                           | \$24.33  | \$29.19 |
| Level 3 - in charge of 2 or more persons | \$748.44        | \$19.70         | \$21.67                                            | \$22.66                                           | \$24.63  | \$29.55 |

Table 2 of 2

| Classification                           | Public holiday | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - Sunday | Overtime - public holiday |
|------------------------------------------|----------------|--------------------------|--------------------------|-------------------|---------------------------|
| Level 1                                  | \$40.68        | \$27.12                  | \$36.16                  | \$36.16           | \$45.20                   |
| Level 2                                  | \$43.11        | \$28.74                  | \$38.32                  | \$38.32           | \$47.90                   |
| Level 3 - in charge of 1 or no persons   | \$43.79        | \$29.19                  | \$38.92                  | \$38.92           | \$48.65                   |
| Level 3 - in charge of 2 or more persons | \$44.33        | \$29.55                  | \$39.40                  | \$39.40           | \$49.25                   |



### Junior - Casual - Under 16 years

| Classification                           | Hourly pay rate | Evening work - Monday to Friday - 10pm to midnight | Evening work - Monday to Friday - midnight to 6am | Saturday | Sunday  | Public holiday |
|------------------------------------------|-----------------|----------------------------------------------------|---------------------------------------------------|----------|---------|----------------|
| Level 1                                  | \$10.04         | \$10.84                                            | \$11.24                                           | \$12.05  | \$13.65 | \$20.08        |
| Level 2                                  | \$10.65         | \$11.50                                            | \$11.93                                           | \$12.78  | \$14.91 | \$21.30        |
| Level 3 - in charge of 1 or no persons   | \$10.81         | \$11.68                                            | \$12.11                                           | \$12.98  | \$15.14 | \$21.63        |
| Level 3 - in charge of 2 or more persons | \$10.94         | \$11.81                                            | \$12.25                                           | \$13.13  | \$15.31 | \$21.88        |

### Junior - Casual - 16 years

| Classification                           | Hourly pay rate | Evening work - Monday to Friday - 10pm to midnight | Evening work - Monday to Friday - midnight to 6am | Saturday | Sunday  | Public holiday |
|------------------------------------------|-----------------|----------------------------------------------------|---------------------------------------------------|----------|---------|----------------|
| Level 1                                  | \$12.55         | \$13.55                                            | \$14.06                                           | \$15.06  | \$17.07 | \$25.10        |
| Level 2                                  | \$13.31         | \$14.38                                            | \$14.91                                           | \$15.98  | \$18.64 | \$26.63        |
| Level 3 - in charge of 1 or no persons   | \$13.51         | \$14.59                                            | \$15.13                                           | \$16.22  | \$18.92 | \$27.03        |
| Level 3 - in charge of 2 or more persons | \$13.68         | \$14.77                                            | \$15.32                                           | \$16.41  | \$19.15 | \$27.35        |

### Junior - Casual - 17 years

| Classification                           | Hourly pay rate | Evening work - Monday to Friday - 10pm to midnight | Evening work - Monday to Friday - midnight to 6am | Saturday | Sunday  | Public holiday |
|------------------------------------------|-----------------|----------------------------------------------------|---------------------------------------------------|----------|---------|----------------|
| Level 1                                  | \$15.06         | \$16.27                                            | \$16.87                                           | \$18.08  | \$20.49 | \$30.13        |
| Level 2                                  | \$15.98         | \$17.25                                            | \$17.89                                           | \$19.17  | \$22.37 | \$31.95        |
| Level 3 - in charge of 1 or no persons   | \$16.21         | \$17.51                                            | \$18.16                                           | \$19.46  | \$22.70 | \$32.43        |
| Level 3 - in charge of 2 or more persons | \$16.41         | \$17.73                                            | \$18.38                                           | \$19.70  | \$22.98 | \$32.83        |

### Junior - Casual - 18 years

| Classification                           | Hourly pay rate | Evening work - Monday to Friday - 10pm to midnight | Evening work - Monday to Friday - midnight to 6am | Saturday | Sunday  | Public holiday |
|------------------------------------------|-----------------|----------------------------------------------------|---------------------------------------------------|----------|---------|----------------|
| Level 1                                  | \$17.58         | \$18.98                                            | \$19.68                                           | \$21.09  | \$23.90 | \$35.15        |
| Level 2                                  | \$18.63         | \$20.12                                            | \$20.86                                           | \$22.35  | \$26.08 | \$37.25        |
| Level 3 - in charge of 1 or no persons   | \$18.91         | \$20.43                                            | \$21.18                                           | \$22.70  | \$26.48 | \$37.83        |
| Level 3 - in charge of 2 or more persons | \$19.15         | \$20.68                                            | \$21.45                                           | \$22.98  | \$26.81 | \$38.30        |

### Junior - Casual - 19 years

| Classification                           | Hourly pay rate | Evening work - Monday to Friday - 10pm to midnight | Evening work - Monday to Friday - midnight to 6am | Saturday | Sunday  | Public holiday |
|------------------------------------------|-----------------|----------------------------------------------------|---------------------------------------------------|----------|---------|----------------|
| Level 1                                  | \$20.09         | \$21.69                                            | \$22.50                                           | \$24.11  | \$27.32 | \$40.18        |
| Level 2                                  | \$21.29         | \$22.99                                            | \$23.84                                           | \$25.55  | \$29.80 | \$42.58        |
| Level 3 - in charge of 1 or no persons   | \$21.61         | \$23.34                                            | \$24.21                                           | \$25.94  | \$30.26 | \$43.23        |
| Level 3 - in charge of 2 or more persons | \$21.89         | \$23.64                                            | \$24.51                                           | \$26.27  | \$30.64 | \$43.78        |

### Junior - Casual - 20 years

| Classification                           | Hourly pay rate | Evening work - Monday to Friday - 10pm to midnight | Evening work - Monday to Friday - midnight to 6am | Saturday | Sunday  | Public holiday |
|------------------------------------------|-----------------|----------------------------------------------------|---------------------------------------------------|----------|---------|----------------|
| Level 1                                  | \$22.60         | \$24.41                                            | \$25.31                                           | \$27.12  | \$30.74 | \$45.20        |
| Level 2                                  | \$23.95         | \$25.87                                            | \$26.82                                           | \$28.74  | \$33.53 | \$47.90        |
| Level 3 - in charge of 1 or no persons   | \$24.33         | \$26.27                                            | \$27.24                                           | \$29.19  | \$34.06 | \$48.65        |
| Level 3 - in charge of 2 or more persons | \$24.63         | \$26.60                                            | \$27.58                                           | \$29.55  | \$34.48 | \$49.25        |

## Allowances

| Allowances                                                                                                        | Rate                                                                                                                                                          |
|-------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Cold work allowance                                                                                               | \$0.28 per hour plus \$0.43 per hour for each hour working in temperatures below 0°                                                                           |
| District allowance - Broken Hill                                                                                  | \$34.63 per week                                                                                                                                              |
| Laundry allowance - full-time employees                                                                           | \$6.25 per week                                                                                                                                               |
| Laundry allowance - part-time or casual employees                                                                 | \$1.25 per shift                                                                                                                                              |
| Meal allowance - overtime                                                                                         | \$12.65 for the first meal and \$11.42 for the second meal                                                                                                    |
| Special clothing reimbursement                                                                                    | reimbursement for the cost of purchasing the clothing and replacement costs, when replacement is due to normal wear and tear                                  |
| Transfer to another township reimbursement                                                                        | payment of the whole moving expenses, including fares and transport charges                                                                                   |
| Transport reimbursement - starting or finishing after 10pm or before 7 am - normal means of transport unavailable | reimbursement for the cost of a taxi fare from the place of employment to the usual place of residence                                                        |
| Working away from usual workplace - excess fares reimbursement                                                    | reimbursement for the cost of any fares reasonably incurred in excess of those normally incurred in travelling between home and the usual place of employment |
| Working away from usual workplace - travelling time reimbursement - Monday to Saturday                            | payment at the minimum hourly rate for time spent travelling in excess of time normally spent travelling between home and the usual place of employment       |
| Working away from usual workplace - travelling time reimbursement - Sunday and public holidays                    | payment at the minimum hourly rate + 50% time spent travelling in excess of time normally spent travelling between home and the usual place of employment     |
| Working away from usual workplace - excess travel costs reimbursement                                             | reimbursement for all extra transport costs incurred                                                                                                          |
| Vehicle allowance - delivery drivers                                                                              | \$0.41 per km                                                                                                                                                 |
| Vehicle allowance - not delivery drivers                                                                          | \$0.78 per km                                                                                                                                                 |

## Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional.